

CITY OF FRESNO
EMPLOYEE BENEFITS SUMMARY *
FISCAL YEAR 02/03

UNIT	TITLE	HEALTH & WELFARE Ee & DEPENDENTS	RETIREMENT**	LIFE INSURANCE	LONG TERM DISABILITY	DEFERRED COMPENSATION	HOLIDAYS	VACATION LEAVE (Days Per Yr/Hrs Per Month) (Avail. after 6 mos.)	SICK LEAVE (Avail. after 6 mos.)	Annual Leave *** (Days Per Yr/Hrs Per Month) Eff. 7/1/00 (Vacation avail. after 6 mos./ Sick after 1 mo.)	ADMINISTRATIVE LEAVE	UNIFORM ALLOWANCE
1	NON-SUPERVISORY BLUE COLLAR	HMO Prem = \$654.54 PPO Prem = \$907.12 City Cont \$500 Ee makes up diff (eff.11/01/02)	City = 11.97% Ee (Avg.) = 7.92% (2%/yr. @55 w/5 yrs.) DROP	None	None	Savings/Mutual Funds, No City Contribution	Holidays = 10 Birthday = 1 Personal Day = 2	1 - 4 yrs. = 12/8 5 - 9 yrs. = 13/8.667 10 - 19 yrs. = 15/10 20+ yrs. = 20/13.334	Plan 1 = 8 hrs./mo. (Ee's hired before 7/1/94) Plan 2 = 4 hrs./mo.	N/A	None	City contracted uniform service, cost shared 50/50
2	UNREPRESENTED (Mgmt.-Conf.)	Prem \$599 City Cont \$500 Ee makes up diff (eff. 7/01/02)	City = 11.97% Ee (Avg.) = 7.92% (2%/yr. @55 w/5 yrs.) DROP	1 x Annual salary rounded to nearest thousandth	66 2/3% to \$5,000/mo maximum after 30 days/end of sick leave	Savings/Mutual Funds, No City Contribution	Holidays = 10 Birthday = 1 Personal Day = 2	1-9 yrs. = 15/10 10+ yrs. = 20/13.334	8 hrs./mo. (Avail. after 1 mo.) 12 hrs./mo. = Airport Public Safety Spvr.	1-9 yrs. = 23.25/15.5 10+ yrs. = 28.251/18.834 Airport Public Safety Spvr's: 1-9 yrs. = 34.875/23.25 (11.625 24 hr. shifts) 10+ yrs. = 42.375/28.25 (14.125 24 hr. shifts)	48 hrs./FY up to additional 32 hrs./FY @ dept.'l discretion See Salary Resolution for cash-out policy	None
3	NON-SUPERVISORY WHITE COLLAR	Prem \$599 City Cont \$500 Ee makes up diff (eff. 7/01/02)	City = 11.97% Ee (Avg.) = 7.92% (2%/yr. @55 w/5 yrs.) DROP	None	None	Savings/Mutual Funds, No City Contribution	Holidays = 10 Birthday = 1 Personal Day = 2	1 - 4 yrs. = 12/8 5 - 9 yrs. = 13/8.667 10 - 19 yrs. = 15/10 20+ yrs. = 20/13.334	8 hrs./mo.	N/A	None	If required = \$20/mo. CSO's/Fire Prev. Insp./Neigh. Ser. Rep = \$44/mo.
4	NON-SUPERVISORY POLICE	Prem \$599 City Cont \$500 Ee makes up diff (eff. 7/01/02)	Ee's hired before 8/27/90 City = 25.52% Ee (Avg.) = 3.24% (55% @50 w/20 yrs.) Ee's hired after 8/27/90 City = 14.67% Ee = 9.00% (40% @50 w/20 yrs.) (Combined Rate = 20.01%) DROP	Bomb Squad = \$250,000 Helicopter Pilot/Observer = \$250,000	None	Savings/Mutual Funds, No City Contribution	8.667 hrs./mo.: Equiv. to Holidays = 10 Birthday = 1 Personal Day = 2	1 - 4 yrs. = 12/8 5 - 9 yrs. = 13/8.667 10 - 14 yrs. = 15/10 15 - 19 yrs. = 17/11.334 20 - 24 yrs. = 20/13.334 25 - 29 yrs. = 22/14.667 30+ yrs. = 25/16.667	8 hrs./mo.	N/A	None	\$730/yr. (FY01) \$760/yr (FY02) \$790/yr (FY03)
5	NON-MANAGEMENT FIRE	Prem \$599 City Cont \$500 Ee makes up diff (eff. 7/01/02)	Ee's hired before 8/27/90 City = 25.52% Ee (Avg.) = 3.24% (55% @50 w/20 yrs.) Ee's hired after 8/27/90 City = 14.67% Ee = 9.00% (40% @50 w/20 yrs.) (Combined Rate = 20.01%) DROP	None	None	Savings/Mutual Funds, No City Contribution	6.5 shifts/yr. = 13 hrs./mo. (shift = 24 hrs.)	1 - 9 yrs. = 6 shifts/.5 shift hrs./12 hrs./mo. 10 - 19 yrs. = 7.5 shifts/.625 shift hrs./15 hrs./mo. 20+ yrs. = 10 shifts/.833 shift hrs./20 hrs./mo.	1/2 shift/mo./12 hrs./mo. (shift = 24 hrs.)	N/A	None	\$694/yr (7/1/00) \$715/yr (7/1/01) \$737/yr (7/1/02)
6	BUS DRIVERS	Prem \$599 City Cont \$500 Ee makes up diff (eff. 7/01/02)	City = 11.97% Ee (Avg.) = 7.92% (2%/yr. @55 w/5 yrs.) DROP	None	None	Savings/Mutual Funds, No City Contribution	Holidays = 12 Birthday = 1	1 - 4 yrs. = 12/8 5 - 19 yrs. = 15/10 20+ yrs. = 20/13.334	8 hrs./mo.	N/A	None	\$500/yr.

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7	NON-SUPERVISORY GROUPS & CRAFTS	Prem \$599 City Cont \$500 Ee makes up diff (eff. 7/01/02	City = 11.97% Ee (Avg.) = 7.92% (2%/yr. @55 w/5 yrs.) DROP	None	None	Savings/Mutual Funds, No City Contribution	Holidays = 10 Birthday = 1 Personal Day = 2	1 - 4 yrs. = 12/8 5 - 9 yrs. = 13/8.667 10 - 19 yrs. = 15/10 20+ yrs. = 20/13.334	8 hrs./mo.	N/A	None	City contracted uniform service, cost shared 50/50
9	POLICE MANAGEMENT	Prem \$599 City Cont \$500 Ee makes up diff (eff. 7/01/02	Ee's hired before 8/27/90 City = 25.52% Ee (Avg.) = 3.24% (55% @50 w/20 yrs.) Ee's hired after 8/27/90 City = 14.67% Ee = 9.00% (40% @50 w/20 yrs.) (Combined Rate = 20.01%) DROP	1 x Annual salary rounded to nearest thousandth \$150,000 Max Bomb Squad \$250,000	66 2/3% to \$5,000/mo maximum after 30 days/end of sick leave	Savings/Mutual Funds, No City Contribution	8.667 hrs./mo.	More than 0 yrs 25/16.667 w/ an accrual limit of 400 hrs	8 hrs./mo. (avail. after 1 mo.)	N/A	48 hrs./FY up to additional 32 hrs./FY @ dept.'l discretion, See MOU for Cash-Out Policy.	\$790/yr
10	FIRE MANAGEMENT	Prem \$599 City Cont \$500 Ee makes up diff (eff. 7/01/02	Ee's hired before 8/27/90 City = 25.52% Ee (Avg.) = 3.24% (55% @50 w/20 yrs.) Ee's hired after 8/27/90 City = 14.67% Ee = 9.00% (40% @50 w/20 yrs.) (Combined Rate = 20.01%) DROP	1 x Annual salary rounded to nearest thousandth	66 2/3% to \$5,000/mo maximum after 30 days/end of sick leave	Savings/Mutual Funds, No City Contribution	Battalion Chief: 6.5 shifts/yr./ 13 hrs./mo. (shift = 24 hrs.) Bureau Chief: Holidays = 10 Birthday = 1 Personal Day = 2 (or 13 hrs./mo.)	Battalion Chief: 1 - 9 yrs. = 6 shifts/ .5 shift hrs./12 hrs./mo. 10 - 19 yrs. = 7.5 shifts/ .625 shift hrs./15 hrs./mo. 20+ yrs. = 10 shifts/ .833 shift hrs./20 hrs./mo. Bureau Chief: 1 - 9 yrs. = 15/10 10+ yrs. = 20/13.334	12 hrs per mtn w/unlimited accumulation. See MOU for compensation and unused sick leave @ retirement	N/A	72 hrs./FY Up to additional 32 hrs./FY @ dept'l discretion for both classes. See MOU for Cash-Out Policy.	\$694/yr (7/1/00) \$715/yr (7/1/01) \$737/yr (7/1/02)
11	NON-SUPERVISORY AIRPORT SECURITY	Prem \$599 City Cont \$500 Ee makes up diff (eff. 7/01/02	Ee's hired before 8/27/90 City = 25.52% Ee (Avg.) = 3.24% (55% @50 w/20 yrs.) Ee's hired after 8/27/90 City = 14.67% Ee = 9.00% (40% @50 w/20 yrs.) (Combined Rate = 20.01%) DROP	None	None	Savings/Mutual Funds, No City Contribution	13 hrs./mo.	1 - 9 yrs. = 6 shifts/ .5 shift hrs. 10 - 19 yrs. = 7.5 shifts/ .625 shift hrs. 20+ yrs. = 10 shifts/ .833 shift hrs.	1/2 shift/mo. (shift = 24 hrs.)	N/A	None	\$790/yr
13	PROFESSIONAL EMPLOYEES	Prem \$599 City Cont \$500 Ee makes up diff (eff. 7/01/02	City = 11.97% Ee (Avg.) = 7.92% (2%/yr. @55 w/5 yrs.) DROP	1 x Annual salary rounded to nearest thousandth	66 2/3% to \$5,000/mo maximum after 30 days/end of sick leave	Savings/Mutual Funds, No City Contribution	Holidays = 10 Birthday = 1 Personal Day = 2	N/A	N/A	1-9 yrs. = 23.25/15.5 10+ yrs. = 28.251/18.834	48 hrs./FY Up to additional 32 hrs./FY @ dept'l discretion See MOU for cash-out policy	City contracted uniform service, cost shared 50/50
14	MANAGEMENT EMPLOYEES	Prem \$599 City Cont \$500 Ee makes up diff (eff. 7/01/02	City = 11.97% Ee (Avg.) = 7.92% (2%/yr. @55 w/5 yrs.) DROP	1 x Annual salary rounded to nearest thousandth	66 2/3% to \$5,000/mo maximum after 30 days/end of sick leave	Savings/Mutual Funds, No City Contribution	Holidays = 10 Birthday = 1 Personal Day = 2	N/A	N/A	1-9 yrs. = 23.25/15.5 10+ yrs. = 28.251/18.834	48 hrs./FY Up to additional 32 hrs./FY @ dept'l discretion See MOU for cash-out policy	None

LEGEND

N/A	Not Applicable
*	For more detailed information, refer to applicable Memorandum of Understanding (Units 1, 7, 9, 13 & 14 subject to change as currently in negotiations)
**	Net rate for City is -0- =currently offset by surplus investment earnings Employees Retirement System = 5 yr. vest For Safety/Fire Tier I = 10 yr. vest/Tier II = 5 yr. vest
***	Unit 2 annual leave based on affirmative election by individual Ee's hired before 7/1/00, otherwise applies to all Ee's hired after 7/1/00